

Candidates bearing the undermentioned register numbers have failed in, or were absent from, the above examination :—

Failed.		Absent.	
472	764	86	543
509	1067	324	898
		463	

Candidates bearing the undermentioned register numbers have failed in, or were absent from, the Mysore Local Service and Pleaders' "Prisons" Examination held in the month of November 1947 :—

Failed.	Absent.
934	798

The following candidate is declared to have passed the Mysore Local Service and Pleaders' "Law of Practice and Procedure" Examination held in the month of November 1947 :—

Reg. No.	Name	Designation or address
74	Dayananda; G	No. 9, Kumara Park Extension, Bangalore.

Candidates bearing the undermentioned register numbers were absent from the above examination :—

250	306(a)
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S. KANAKARATNARAJ, *Law Secy.*

REVENUE SECRETARIAT

Notification dated Bangalore, 8th March 1948.

No. R. 8516—L. S. 73-46-5.—It is notified for general information that, under section 1 (2) of the Record of Rights Act No. X of 1927, Government are pleased to direct that the provisions of the said Act shall be extended to Jodi Hosur Village, Tumkur Taluk.

2. The Record is intended to check litigation in regard to land and to facilitate its disposal by the Courts, to reduce unnecessary expenditure by the raiyats in executing and registering documents and to protect them against fraud and fabrication of false claims. It will also be of assistance to Government as well as the raiyats in the distribution of assessment among the various hissadars, the grant of Takavi and Land Improvement Loans and the grant of suspension or remission of land revenue.

3. To facilitate the accurate preparation of the Record of Rights, the Preliminary Record will first be prepared by the Shanbhogs to the best of their information in the prescribed Form and every case will be duly investigated by a Special Revenue Inspector. There will be a check of the Preliminary Record by the Amildar or other officer specially authorised by the Superintendent of Land Records, Survey and Settlement or by the Deputy Commissioner, in this behalf. Occupants and persons interested in the land are required to furnish every information that may be within their knowledge to the Investigating Officers in order to ensure accuracy in the preparation of this Record which will form the basis of the future Records of Rights.

4. All persons interested in the land are required to render every reasonable assistance to officers of the Department of Land Records when they come to a village to measure the hissas and to conduct enquiries in cases disputed boundary lines between hissas in the field, after giving the prescribed notice.

5. The attention of the public is invited to the provisions of Section 7 of the Record of Rights Act requiring them to furnish information to the Revenue Officer.

Rights to furnish or produce information documents needed for the correct compilation thereof within one month from the date of such requisition. Failure to comply with requisition and secure registration of them will render occupants and holders of interest in land liable to a fine not exceeding Rs. 5 (or double as an arrear of land revenue) besides depriving them of the advantages enumerated above. The officer to whom any information is furnished before whom any documents are produced in accordance with the requisition will give a receipt and acknowledgment therefor in the Form prescribed to the person furnishing or producing the same. He shall endorse on any such document, before handing it to him, a note under signature stating the fact of its production and the date thereof.

6928

SYED ABDUL ALEEM, *Re*

GENERAL SECRETARIAT

Dated 6th March 1948.

No. S. R. 3064—L. W. 13-47-24. Under Section 12(4) of the Mysore Labour Act, XIII of 1942, the Government are pleased to direct that the Mysore Highness the Maharaja of Mysore, are pleased to provide general information the accompanying report of the Conciliator in Mysore in respect of the failure of the Conciliation Proceedings in the dispute between the Mysore Chemicals and Fertilisers, Belagula, and the concerned Works Management in respect of five of charge given by the said Labour Association put forward several demands as mentioned therein.

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MOHAMED ISMAIL SHERIFF, *G*

OFFICE OF THE CHIEF CONCILIATOR IN M

Camp Mysore, dated 15th February 1948.

To

The Secretary to the Government of
His Highness the Maharaja of Mysore
General Department, Bangalore

Sir,

No. C. C. 11-15—47-48. I have the honour to acknowledge the following report under Section 12(4) of the Mysore Labour Act, relating to a dispute between the Mysore Chemicals and Fertilisers Labour Association, Belagula, and the Mysore Works Management (The Mysore Chemicals and Fertilisers Ltd., Belagula, Krishnarajasagara Post), in regard

I.—Notice of Change (dated 24th December 1947), with three demands, viz.

Change in the Company's Standing Orders.—That in XI—Rules of Discipline, in Para 54, Sub-para 9(c)—ords "with six months' notice" be substituted for the "with a week's notice."

Furlough Leave.—That the existing rules regarding furlough leave be deleted and in its place the new rules as set in the Annexure be substituted.

Change in the Company's Standing Orders.—That in V, para 37 of the Standing Orders "Under Leave to earn daily wages" for the words "two weeks, etc." the "30 days" shall be substituted.

II.—Notice of Change (dated 24th December 1947) with three demands.

Grant of Allowance to employees on leave.—That no cut allowance granted to the employees should be effected his leave period.

Shift Allowance.—That the Management shall pay an allowance of Rs. 10 to every employee who works on shifts.

Payment of Allowance to Testers.—That every tester employed should be paid an allowance of Rs. 15 per month for working in Cell and Synthesis Plants.

II.—Notice of Change (dated 24th December 1947) with one demand.

every worker shall be paid wages for full seven days or for six days in a week.

V.—Notice of Change (dated 24th December 1947) with one demand.

the working hours for the employees shall be so fixed as to facilitate 48 hours of work per week.

V.—Notice of Change (dated 24th December 1947) with one demand.

Mr. M. R. Ramachandra Sastry, who has been suspended should be reinstated :

Assistant Commissioner of Labour, Mysore Division, had to bring about a settlement between the parties in view of these demands, reported that he contacted the Association and held preliminary Negotiations and that no agreement could be brought about by him in respect of any of the demands. Upon that, the Commissioner of Labour in Mysore issued all the five notices (cases) to this office on 15th March 1948 for initiating conciliation proceedings under 10(3) of the Labour Act. The cases were accordingly forwarded and intimation sent to the parties for hearing on 12 February 1948 at Mysore Camp.

Accordingly, I held conciliation proceedings on that day (12 February 1948) at Mysore. On behalf of the Management were present Dr. K. L. Ramaswami, General Manager and Mr. M. S. T. Narayana, Works Manager of the Company. The Labour Association was represented by its President Mr. A. Subramanya Iyer and its Secretary Mr. C. Krishna Iyengar. The Labour Probationer Mr. S. Gopalraj Urs was also present.

The five notices were taken up one after another for conciliation proceedings. The several items of demands were discussed one by one and discussed fully on both sides. The results are stated below :—

NOTICE OF CHANGE WITH THREE DEMANDS.

And No. 1.—Refers to the alteration of the Standing Order No. 54(9) (c) in Section XI—Rules of Discipline :—The Labour representative explained the demand and stated that the time allowed at present for eviction was quite short as no accommodation could be found within the premises or shifting the family and that it would be improper, especially as the circumstances under which a person could be evicted as per the present Standing Order, are rather vague, embracing, and as no specific charge need be established against the person ordered to quit the quarters.

The General Manager on behalf of the Management stated that the interests of the Company were involved in this, and that the amount, and as the Management considered that the demand was reasonable, no change was called for. He stated that no special reason or need to warrant a change has been put forward by the Association.

Further discussion, the Management representative requested to extend the time upto one month. The Association

month was not enough and a time of six months was necessary. The Management representative could not agree to that.

Finally, the Labour representative pressed the demand. The Management representative stated that the demand as such could not be accepted.

Demand No. 2.—Refers to the substitution of new clauses regarding Furlough Leave, in the present Standing Orders :—

The Labour representative explained the demand in regard to the mode of calculating the period entitling a worker for furlough leave. He said that the minimum period that would entitle a worker to earn furlough leave should be reduced from six years to three years and that the absence on any kind of leave including privilege leave, sick-leave granted under the Workmen's Compensation Rules, furlough leave and casual leave also should be included as service for purposes of calculating the period of furlough for the worker, that a worker should be entitled to count the period entitling him to furlough from the date he is placed on monthly basis, and that furlough leave may be allowed to accumulate up to a period not exceeding six months and that the maximum period of furlough leave on full pay may be limited to three months, and finally that applications for furlough leave for a period less than seven days need not be considered.

The Management representative replied that the rules relating to furlough leave recently introduced were on the same lines as in Government service and were sufficiently liberal when compared with other industrial concerns, and that there was already provision for taking 37 days leave per year apart from the furlough leave. He pointed out that the contention of the Association that the time spent on leave should also be treated as on duty for purposes of calculating furlough leave was untenable and against the general principle and that such a thing did not exist anywhere and could not be accepted. As regards the accumulation and the grant of furlough on full pay, the Management replied that it could not be accepted as it involved heavy extra cost to the Management. As regards the grant of furlough leave for a period less than seven days, the Management representative stated that it was too small a period for consideration, as furlough is granted only in special circumstances.

For all these reasons the Management could not accept the demand as it is. The Labour representative still pressed the demand. The Management representative regretted that it could not be conceded.

Demand No. 3.—Refers to the question of raising the limit of granting leave to daily rated staff from two weeks to 30 days :—

The Labour representative explained the demand and urged that the period (viz., 2 weeks) now allowed was too small and should be raised to 30 days. The Management representative stated that the Management was not only allowing at present two weeks leave with full pay per year but also allowing with pay two religious holidays in a year and one day off with wages for every 22 days work, and that all this comes to about 14 days per year and, so, the demand could not be accepted. The Labour representative pressed the demand, but the Management representative stated that it was not possible to accept.

II. NOTICE OF CHANGE WITH THREE DEMANDS.

Demand No. 1.—Refers to the grant of allowances during the period of absence on leave :—The Labour representative explained the demand and stated that the allowances should be paid to the workers even during the period of leave. The Management representative replied that, as the Management was following the general procedure adopted in all Government industrial concerns in the State it was not possible to accept this demand.

The Labour representative pressed the demand. The Management could not accept.

Demand No. 2.—Refers to payment of a shift allowance of Rs. 10 to every employee who works on shifts :—The Labour representative explained the demand and urged that the payment of the allowance was essential in view of the peculiar nature of the industry. The Management representative stated that no such an allowance is being paid anywhere or in any similar industry, and that the demand could not be accepted. The Labour representative still pressed the demand, but the Management could not agree to the demand.

Demand No. 3.—Refers to the payment of allowance of Rs. 15 to Testers working in both Cell and Synthesis Plants :—The Labour representative stated that formerly a Tester was being posted to work in each plant, but now one Tester is

he urged that as the responsibilities and functions of the Tester have increased, an allowance of Rs. 15 per month should be paid to every Tester made to look after both Cell and Synthesis Plants with retrospective effect, i.e., from the date of such employment. The Management representative explained that there was no justification for the demand, as these Testers were not working any extra hours beyond the stipulated period, and that the Management could not agree to pay any allowance. The Labour representative pressed the demand but the Management could not accept.

III. NOTICE OF CHANGE WITH ONE DEMAND.

The demand was that the workers of this industry though worked for 48 hours in a week of 7 days they were getting wages only for 6 days and that they should be paid another day's wages every week :—The Labour representative explained the demand and stated that as per Section 34 of the Mysore Factories Act, as amended from time to time, the employees have worked since 16th September 1946 for 48 hours in every week but have been paid six days' pay and wage as a week's pay or wages, and so, they should be paid a day's pay or wages in every week from 16th September 1946. The Management representative stated that there was no such thing existing in the other industrial concerns and the demand cannot be accepted. The Labour representative still pressed the demand, but the Management regretted that the demand could not be agreed to.

IV. NOTICE OF CHANGE WITH ONE DEMAND.

The demand refers to the working hours in the Factory :—The Labour representative urged that the working hours of the employees of the company shall be so arranged as to facilitate 48 hours of work per week of seven days as per Section III, para 13 of the Standing Orders. The Management representative replied that they were adopting 48 hours a week and that whenever overtime work was taken, Overtime Allowance, as per the Act, was being paid, and that such a thing as is now demanded by the Association is not in vogue even in Government owned industries, and that, as such, the demand could not be accepted. The Labour representative pressed the demand, but the Management could not accept.

V. NOTICE OF CHANGE WITH ONE DEMAND.

The demand refers to the reinstatement of one Mr. Ramachandra Sastry, who was working in the Canteen of the Company.—The Labour representative stated that the order of suspension passed in the case of this worker and for the loss of certain coupon books was unjustified and he should be taken back unconditionally. The Management representative stated that the reinstatement had been ordered but the worker did not turn up. The Labour representative refuted this by saying that the order of reinstatement was coupled with unhealthy conditions, and that no charges were proved against him and that the order requiring him to pay certain amount was not justified and that he should be taken back unconditionally. The Management representative at this stage referred to a letter (dated February 10th, 1948) from the Management to the Association. The position of the matter, as stated therein by the Management is thus :—

".....we (Management) are going into the details re: the cash deficit and shall write to you in a couple of days.

The loss of coupons referred to in the memo do refer to the incident of the coupon books been lost but refers to the utilisation of cc by distributing the same to the members accounted for. As regards monies collected some members and not credited, Mr. chandra Sastry has himself agreed to make such monies.

The matter is being further looked into carefully the exact amount to be made good by Mr. chandra Sastry will be intimated to you. While, as already directed by raising the suspension order, Mr. Ramachandra Sastry should immediately report himself for duty."

The Labour representative stated that the Auditors audited the accounts, had exonerated the worker and as the worker should be taken back unconditionally. Management representative explained that the matter is further looked into and that the worker himself had agreed to make good the amount, and that in the meanwhile the order of his suspension had been revised, but that he (worker) not reported himself for duty.

Yet, the Association representative pressed the demand. The Management representative stated that final orders in the case against this worker could be made only after completion of the enquiry, and that pending final orders, the worker had been ordered to be reinstated to duty and that the demand for unconditional reinstatement could not be agreed to.

All possible ways of settlement were explored, but parties did not come to any settlement in regard to any of the above demands.

The conciliation in regard to these demands thus ended failure, which I hereby report.

I request that this report may be published in the Gazette as required in Sub-Section (4) of Section 12 of the Mysore Labour Act.

I have the honour to be
Sir,

Your most obedient servant

NAVANEETHAM,

Chief Conciliator in Mysore

LAW SECRETARIAT

Dated 17th March 1948.

No. R. L. 236—R. A. 53-47-3. In pursuance of the provisions of sub-rule (2) of rule 83 of the Mysore Constituent Assembly Election Rules, 1948, the name of the member elected to the Mysore Constituent Assembly for the constituency specified below is hereby notified.

Part II—General Constituencies—Depressed Classes

Sl. No.	Name of the constituency	Name and address of the member
1	Mysore District including Mysore City.	Mr. M. Madiab, Deputy President, Legislative Council, 1 Village, Nanjangud Taluk

S. KANAKARATNARAJ,
Legal Remembrancer and Law Secretary

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